

POPULATION LEADERSHIP PROGRAM
(PLP-II)
A project of the Public Health Institute

RESULTS REVIEW

October 1, 1999 – September 30, 2000

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PLP is funded through cooperative agreement
HRN-A-00-99-00012-00 with the United States
Agency for International Development (USAID).

**Population Leadership Program
Fall Results Review
October 2, 2000**

Results for the Period October 1999 - September 2000

1. Implementation of the Tiahrt Amendment

Joanne Jeffers (G/PHN/POP/P&E), Senior Technical Advisor with PLP, assisted the Office of Population to improve the quality of its family planning programs and implement the Tiahrt Voluntary Family Planning Requirements. These efforts contributed to S SO I, Increased use by women and men of voluntary practices that contribute to reduced fertility, by raising awareness of the importance of voluntarism in USAID programs. The Tiahrt requirements ensure voluntarism by eliminating targets and quotas from family planning programs and promoting the provision of comprehensible information regarding family planning methods.

During this period, Ms. Jeffers organized a workshop on approaches for ensuring that family planning clients receive the information they need to make an informed choice. The workshop also included discussion of experience in implementing the Tiahrt Voluntary Family Planning Requirements. Over 40 representatives from cooperating agencies that provide technical assistance to family planning programs discussed strategies for ensuring informed choice, exchanged experiences implementing the Tiahrt requirements and received clarification on specific issues from USAID's leadership and General Counsel. In addition to this workshop, Ms. Jeffers continued to support implementation of the Tiahrt requirements. This included disseminating information to the field through the development, translation and distribution of guidance materials; coordinating the distribution of wall charts that provide comprehensible information on family planning methods; and responding to ad hoc requests for assistance.

2. Development of the Female Condom for FHV/AIDS Prevention

PLP Advisor Kirsten Vogelsong (G/PHN/POP/R) is providing guidance in the research and development of novel female condom technologies and serves as co-chair of the Female Condom Working Group. These activities contribute to SS04: Increased use of improved, effective, and sustainable responses to reduce HIV transmission and to mitigate the impact of the HIV/AIDS pandemic.

Dr. Vogelson has been responsible for the development of the overall strategy for the female condom research initiative and the dissemination and coordination of the female condom research agenda and related research results. Dr. Vogelson has monitored and contributed strategic thinking to the research and development of two alternative female condoms designed to address cost and acceptability issues of currently marketed products. The devices are still in the prototype stages. In the past year, one of the designs has been subjected to a comparative acceptability trial, in which it fared quite well. Incremental changes were made to the design and tests are continuing.

It is hoped that this product development work, combined with programmatic and operations research, will eventually lead to the availability and successful programming of a low-cost acceptable, safe and effective device that women can use to protect themselves from unplanned pregnancy and sexually transmitted infections, including FHV.

3. Development of Regional Strategies for Family Health and AIDS Prevention

Senior Technical Advisor Sara Pacque-Margolis (G/PHN/OF'PS) has provided technical assistance in the design and review of the West Africa Regional Program (WARP) and the PliN sector results package entitled "Family Health and AIDS Prevention in West and Central Africa (FHA/WCA)." This activity contributes to SS04 by addressing key transnational health and population problems through PVOS, Cooperating Agencies and African organizations to increase access and demand for quality reproductive health, FHV, and child survival services; to improve regional capacity; and to improve the efficient use of regional resources.

Ms. Pacque-Margolis participated on the design team that assessed the status of FHV/AIDS programming under the first phase of @FHA and made recommendations for program realignment. The assessment reviewed Plate of the art procedures and guidelines and the institutional capacity of the partner regional institutions to scale up the FHV/AIDS response. Additionally, the team reviewed and made recommendations for improving the regional HIV/AIDS IEC activities and FHA's performance monitoring of its FHV/AIDS program.

4. U.S. -Japan Collaboration in Population and Health

PLP Senior Technical Advisor Tim Meinke (G/PHN/OFPS) continues to provide coordination and support to the U.S.-Japan Common Agenda program. This activity supports SSOI and SS04 by helping the U.S. and Japan to coordinate PHN policies and programs, to build on each other's strengths and to increase their collective impact.

In the area of FHV/AIDS, Dr. Meinke has participated in joint team visits to Zambia and Cambodia to set up collaborative and complementary programs. In the area of capacity building and human resources development, Dr. Meinke has facilitated the planning and implementation of an annual training program in HIV/AIDS project management, jointly sponsored by the U.S. and Japan. This course was first held in Thailand and more recently in Vietnam. Owing to the priority both countries place on FHV/AIDS and the success of this collaboration to date, it is anticipated that this activity will soon be expanded to three courses per year, including two to be carried out in local languages, as well as an advanced course for experienced managers.

5. Leading Teams Through Change

PLP increased knowledge related to effective team development and performance by presenting a working session on "mindful" teams, based on the work of Harvard psychologist Ellen Langer. This activity supports SSOI and SS04 by contributing to improved leadership and management practices in the PHN sector.

The working session addressed why teams succeed and fail, principles behind the use of teams, and how to motivate team members. It examined specific team experiences that participants

brought to the session. The session provided opportunities to assess the level of performance of existing teams in the Center and discuss issues confronting PHN teams. Evaluation data collected from the 15 participants indicated that, based on a scale of one to five, knowledge of the topic increased from an average of 3.0 prior to the workshop to an average of 3.9 upon completion of the workshop. Potential applications for the material included: using the concepts to influence teams from the start toward a developmental framework; utilizing the team development scale in a Mission; applying materials to a new team forming, in the Office of Population; sharing concepts with colleagues in a staff meeting; helping teams evolve in their understanding of change; and assessing ongoing teams.

6. Africa PHN Officer's State of the Art Conference in Nanygk, Kenya

PLP Advisors Sara Pacque-Margolis (G/PHN/OFPS) and Melinda Wilson (REDSO/ESA) and PLP staff member Susan Woolf collaborated in the design, implementation and reporting of the Africa PHN Officers SOTA Conference, held June 2000. This activity supports S SO I: Increased use by women and men of voluntary practices that contribute to reduced fertility; SS02: Increased use of key maternal health and nutrition interventions; SS03: Increased use of key child health and nutrition interventions; SS04: Increased use of improved, effective, and sustainable responses to reduce MV transmission and to mitigate the impact of the HIV/AIDS pandemic; and SS05: Increased use of effective interventions to reduce the threat of infectious diseases of major public health importance. This was accomplished by updating USAID PHN Officers in the Africa region on key health and population topics; providing information and describing experience on recommended programmatic responses; and familiarizing PHN Officers with recent organizational and policy changes. Topics included HIV/AIDS, reproductive health and family planning, maternal and neonatal health, health sector reform and financing, and infectious diseases.

Dr. Pacque-Margolis helped to develop and coordinate inputs and outputs for all sessions. She has continued to provide coordination in the follow-up action items including: 1) addressing HIV/AIDS staff and training requirements; 2) development of a coordinated West Africa regional strategy for investment; and 3) communication with the field on priority MV/AIDS commodity procurement. Dr. Wilson oversaw local planning and logistics, and provided on-site coordination of chairpersons, rapporteurs, facilitators, and conference organizers, as well as serving as a conference convener. Ms. Woolf collaborated in on-site conference organization and drafted the summary cable.

In the course of providing support to SOTA conferences in Turkey and Kenya, PLP has gathered a number of lessons that could improve the contributions of SOTA conferences to increased capacity in the PHN

- Often many organizers are involved in planning and it is unclear where the locus of leadership resides. Clarifying the roles of planners and organizers can streamline agenda development and avoid confusion and potential duplication.
- Participants frequently complain that agendas are packed with more information than can be assimilated. The use of learning objectives may help to focus both presenters and audience members. In addition, alternative formats for presenting information, such as increased use of concurrent sessions, handouts, CDs and follow-up video conferencing, should be considered.

- An unspoken purpose of the SOTA conference is to allow colleagues to engage in conversation on critical topics related to PHN programming outside the rush of the normal workday. Such conversations generate creativity, lesson sharing, and collaboration. Formats such as roundtable discussions and group consultation should be factored into the program.
- Not all Mission personnel who need the information presented in SOTAs are able to attend. This is particularly true for FSNs who are often most in need of opportunities for professional development. Investing in information technology, such as web casting, could extend exposure to SOTA material and potentially pay for itself in travel cost savings. However, it would also require that SOTA conferences be organized differently. For example, it would be necessary for presenters to provide electronic summaries of materials prior to the SOTA.

7. Performance Improvement of PHN Sector Programs

PLP Senior Technical Advisors James Griffin (G/PHN/POP/CMT) and Nancy Engel (G/PHN/POP/FPSD) contributing to the activities of the Performance Improvement Consultative Group (PICG), which is comprised of USAID and cooperating agency personnel. PLP consultant Gary Bergthold also serves on this committee. This activity supports all of the G/PHN SSOs by creating a greater focus among PHN projects on improving systems that will directly contribute to performance improvement in the field.

Mr. Griffin chairs the PICG. He and Ms. Engel will participate with the PICG in the development of principles of Performance Improvement (PI) as they relate to PHN issues in a developing country context. They will contribute to the group's development of a common PI process for use in the field and will adapt PI tools to address typical PHN challenges. During FY 2001, this group will conduct one or more large meetings to introduce PI to USAID and the PHN cooperating agencies.